ACCULTURATION/MENTORING TRAIN-THE-TRAINER PROGRAMS

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Acculturation-Civilian Marines should have an opportunity to learn about the Marine Corps, its culture, and its history.

Background-Acculturation and military education are invaluable in preparing civilians to compete for future and shared leadership positions.

Designed so that new civilian members of the Marine Corps can:

1) Understand the Marine Corps' culture
2) What is expected of them as a Civilian Marine
3) Military rank structure and Civilian Marine grades
4) Command units and divisions
5) How Marines and Civilian Marines are evaluated and promoted
6) The Marine Corps' core values
7) Training that Marines go through
8) The history of the Marine Corps and when it was established

Past - Present

➢Civilian Workforce Campaign Plan

➢Outsourced to a contractor

➢Six month process

➢Pilot courses (week of 8 March 2004)

➢31 March 2004 – End of Contract (extended to 24 April)

➢Next Step – Contract out to Train-the-Trainers
at local commands
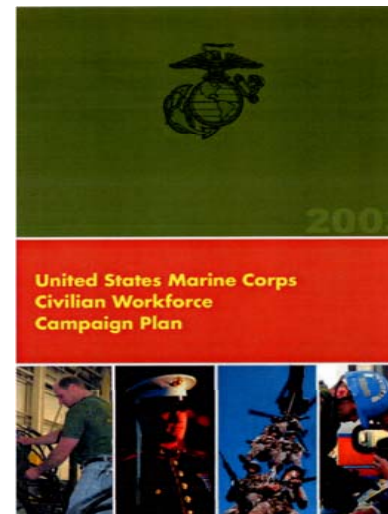
and…Future

➢Develop/deliver "Train-the-Trainer"
    Training – Aug/Sep 2004

1) Entry Level

2) Supervisory Level

3) Executive Level

➢East Coast

➢West Coast

➢Pacific

Role of the Civilian Marine

"You know, if you want to bake a cake, you wouldn't take out one-third of the ingredients and expect it to taste like anything. Well, Civilian Marines represent one-third of our Corps, and we need their support to make any of our operations run smoothly".

Sgt Maj Alford L. McMichael
14th Sergeant Major of the Marine Corps

Role of the Civilian Marine

Support mission accomplishment, through:

➢"Critical continuity"

➢Corporate memory

➢Sustainment activities such as:
       Depot maintenance
       Logistics support
       Firefighting
       IT support
       Mechanical support

➢Deploy with Marines (MEU, AT/FP)

➢A critical component of supporting establishment

Benefits

➢A workforce imbued with USMC Core Values

➢True teamwork, based on respect and mutual understanding

➢High performers will be attracted and will want to stay

➢Institutional ability to "grow our own"

➢Operational initiative at every level

➢Leadership skills needed to ensure mission success

➢When the Marine Corps was established

➢Where

➢Wars and Conflicts

➢The first Civilian Marine

➢Where and Why Civilian Marines "work"

  for the Marine Corps

Organizations

➢Headquarters, U. S. Marine Corps

➢Marine Corps Expeditionary Forces (MEF)

➢MARFORLANT

➢MARFORPAC

The Marine Corps Culture

Tradition
      Emblem
      Semper Fidelis
      Uniform
      Birthday
      First To Fight

Marine Corps Jargon
      Leatherneck
      Jarhead
      Marine
      Warrior
      Head

Training

➢ Formal Schools (MOS producing school)

➢ Professional Military Education (PME) Schools
    Command & Staff College
    Naval Post Graduate School

➢ Leadership Development

Evaluation and Promotion Systems

➢Marines:
  Fitness Reports and Proficiency and Conduct Marks

➢Civilian Marines:
  Performance Appraisals

When?

Who?

The Process?

Why?

Because we need a tool on how to hold career and leadership discussions with employees concerning the employees' job series skills and leadership development competencies for civilian employees.

Leadership Continuum and Job Series

Will Provide:

➢ Civilian Leadership Competencies (found in the Leadership Competency Continuum)

Civilian Leadership Development Continuum

EXECUTIVES
Strategic Vision
External Awareness
Organizational
Representation
& Liaison
Joint Service Perspective

MANAGERS
Innovative Thinking
Program Development/
Planning & Eval
Model/Reinforce Core
Values
Resource Mgmt
Technology Mgmt
Process Oversight Mgmt
Mentoring
Presentation/Marketing Skills
Risk Management

SUPERVISORS
Situational Leadership
Demonstrate Core Values
Managing Diverse Workforce
Coaching/Counseling
Conflict Management
Change Management
Team Building
Influencing/Negotiating
Human Resources Mgmt

FOUNDATION COMPETENCIES

Oral Communication	Interpersonal/Team Skills	Flexibility
Written Communication	Self-direction	Decisiveness
Problem Solving	Quality Principles	Technical Competence
DON Mission/Organization Awareness	Navy Core Values	Diversity Awareness
	Customer Orientation	

➢General overview of job series and where the series fall

in each of the COIs

The Curriculum

➢Coaching techniques

➢Mentoring responsibilities

➢Supervisory responsibilities concerning Individual
    Development Plans (IDPs) for employees

Resources

Two books:

    1st   Book for the trainer with
          10 blocks different subjects

    2nd book is a Quick Reference Guide
          Can be used by the mentor or participant

Content

1) Key Mentor Program Components

   A statement of purpose and long-range plan
   Link the Mentoring program to other organizational initiatives

2) Mentor Program Process

   Assessment
   Developing the relationship

3) Role of the Participant

   Benefits
   Expectations

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Content (continued)

4) Role of the Organization:
   Benefits
   Mentor program organizational components

5) Mentor-Participant Matching Guidelines
   Important characteristics in the relationship
   What to look for in a mentor

Why?

The Bottom Line!

Information Technology

Electricians

Grow our own……

Cashier

Program Analysts

Safety

Education

Human Resources

The Employer of Choice.

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